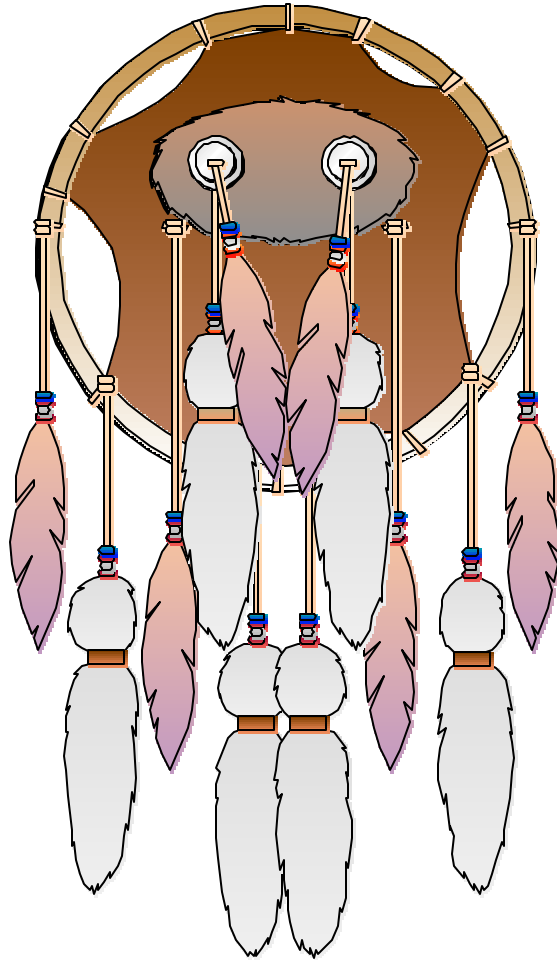




REGION 5
U. S. ENVIRONMENTAL PROTECTION AGENCY



AMERICAN INDIAN PROGRAM

ANNUAL REPORT
2000

TABLE OF CONTENTS

Executive Summary - From the Manager’s Desk 1

Ariel Rios Murals 2

AIAC Charter/Bylaws 4

AIAC SEPM List 9

Unity Day/Adopt-A-School/Recruitment 10

Mentor/DAP News/Someone You Should Know 11

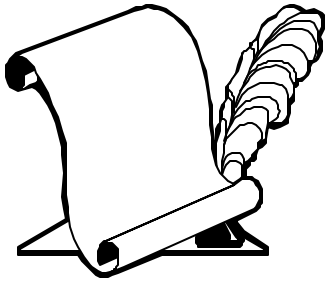
Outreach/Training Thanks - News 12

Census Bureau Releases 13

American Indian Heritage Month 14

EXECUTIVE SUMMARY - DARLENE FUNCHES, REGION 5 AMERICAN INDIAN EMPLOYMENT PROGRAM MANAGER

From the Manager's Desk



The American Indian Program will be staying in the direction of **Recruitment and Retaining American Indians, and Cultural Awareness** in the workforce at EPA Nationwide presently and more importantly, in the future? It is extremely important for all American Indians to think about this for our future. In reviewing all of the DAP plans nationwide from the American Indians' constituents we have noticed a troubling consistency. The hiring of American Indians are either very low or none at all in some Regions at U.S. Environmental Protection Agency (EPA). Some Regions have made a concentrated effort to

bring about positive results and have fell short of their goal. We, the American Indian Advisory Council have drafted a memorandum to Anne Good and Carol Browner for review addressing our concerns regarding this particular issue. The other important issue connected with recruitment is the retaining of the American Indian once you've hired them. We fall short on succeeding here also. The American Indian who comes to work at EPA will become easily discouraged and disillusioned in regards to working for the government. Therefore, when they finally think there is no solution to their dilemma, they would rather go and work for the Tribes.

The American Indian Program will be moving in the direction of **Cultural Awareness of the American Indians** in the workforce at EPA Nationwide presently and more importantly, in the future?

On July 27, 2000 we the AIAC met to discuss the inaccurate depictions of Native American people and insensitive portrayal of women in the murals, located on the 5th and 7th floors of the building which now houses the US EPA Headquarters. We discussed in detail with GSA the multitude of inaccuracies included in the murals as well as the historical importance of this artwork. At this meeting GSA assured us that there is a process by which the EPA can request that these offensive murals be removed or covered.

In order to have these murals removed or covered Carol Browner, the EPA Administrator, will need to send a request for removal to Administrator of the GSA, explaining that the inaccuracy and offensiveness of these murals outweigh the historical value. Therefore, we the AIAC council agreed that each of our program offices send a letter to the Administrator of the Agency asking her assistance in this matter. It is important to the American Indian Employees, as well as other EPA employees, Special Emphasis Groups throughout Region 5 and all other Regions that we do everything we can to see that these intensely violent murals are removed.

The Administrator's letter can be sent to:

David A. Barram, Administrator
General Services Administration
18th & F Streets, N.W.
Washington, DC 20405

Darlene Funches, AIEP Manager

ARIEL RIOS MURALS - REMOVAL PLANS

FINAL MEMO FROM: JAMES FLETCHER, NAT'L. CHAIR OF THE AMERICAN INDIAN ADVISORY COUNCIL

Regarding the issue of Cultural Awareness and inaccuracies of History, please read the following memorandums is an example of a sense of insensitivity that can lead to hostility in the workplace.

Below you will find a final copy of the memorandum from the American Indian Advisory Council to Carol Browner, Environmental Protection Agency Administrator..

MEMORANDUM

SUBJECT: Ariel Rios Murals

FROM: James Fletcher, American Indian Advisory Council Chairman

TO: Carol Browner, Environmental Protection Agency Administrator

As Chairman of the American Indian Advisory Council (A.I.A.C.) It is my responsibility to report and recommend courses of action and assist in areas of recruitment, hiring, promotions as well as point out items that are offensive to American Indians at the Agency. It began a little more than four months was when I became aware for the two murals at the headquarters of the EPA, (Ariel Rios Building) that are extremely offensive to American Indian people and employees. **The murals depict American Indians as murders and sexual predators of non-Indians.**

Carol, over the past 8 years you have elevated Tribal Environmental Programs from obscurity to where we are today. As a former co-chair of the Tribal Operations Committee I wish to thank you for the fine job you have done on the development of Tribal Programs at the Agency. That why it is so difficult to understand why the two Murals have not been removed. As Tribal people, actions are believed as opposed to words, history has borne this out. It is time that we end the depictions and stereotypical representations of the Savage American Indian .

General Services Administration is aware of these atrocious murals and there impact on American Indians, yet they remain on the 5th and 7th floors of the building that houses the United States Environmental Protection Agency Headquarters. We as Native American people who work for the US EPA find this inaction on the murals to be insensitive and disrespectful. We urge you to have these murals removed..

Therefore, I am requesting that your office work with the General Services Administrator and the White House to develop a timetable, action plan and end date for the removal of the Murals.

ARIEL RIOS MURALS - REMOVAL PLANS

RESPONSE MEMO FROM: ROMULA L. DIAZ, JR., ASSISTANT ADMINISTRATOR FOR ADMINISTRATION AND RESOURCES MGMT.

November 9, 2000

MEMORANDUM

SUBJECT: Murals in the Ariel Rios Building

TO: Assistant Administrators
Deputy Assistant Administrators
Regional Administrators
Deputy Regional Administrators
James Fletcher, American Indian Advisory Council
Kathy Gorospe, American Indian Environmental Office
Ann Goode, Office of Civil Rights

FROM: Romulo L. Diaz, Jr.
Assistant Administrator for Administration and Resources Management

On August 9, 2000, Administrator Carol M. Browner wrote to Headquarters employees on the status of actions being taken to address concerns regarding several murals in the Ariel Rios Building that perpetuate stereotypes demeaning to various groups of Americans. At that time, she noted the particular anxiety caused by the depiction of American Indians. The Administrator also recognized that the actions being taken by General Services Administration (GSA) might not fully address the concerns raised by the artwork. Since this earlier message, EPA has continued discussions about the murals with GSA, our employees and other individuals and groups from outside the Agency.

In particular, we have heard deeply felt expressions that we remove or cover murals on the fifth and seventh floors of the Ariel Rios Building depicting American Indians and women in disturbing and offensive ways. Although people have expressed a variety of views on this subject, some based on the historic nature and context of the murals, Administrator Browner is especially concerned about the feelings expressed by EPA's Native American employees.

The Administrator has told me that she finds the murals deeply troubling and inappropriate for display in EPA's workplace. I have been working closely with GSA's Commissioner of Public Buildings, who assures me that he is committed to a satisfactory resolution at the earliest possible date. In the meantime, Administrator Browner has asked me to ensure that the murals are covered until we are able to reach our ultimate goal of removing them from public view. Therefore, my office will put temporary displays in front of the murals as soon as possible. As we continue to make the strongest case to GSA for deaccession of the murals, we will keep you informed about our progress. I want to thank the many concerned employees who have shared their eloquent and heartfelt feelings on this matter.

cc: The Administrator
Deputy Administrator
Chief of Staff
Deputy Chiefs of Staff
Associate Deputy Administrators

AMERICAN INDIAN ADVISORY COUNCIL'S - CHARTER AND BY-LAWS

U.S. ENVIRONMENTAL PROTECTION AGENCY AMERICAN INDIAN ADVISORY COUNCIL

CHARTER AND BYLAWS ADOPTED:

CHARTER



ARTICLE I NAME

The name of this organization shall be the U.S. Environmental Protection Agency (EPA) American Indian Advisory Council (AIAC).

ARTICLE II PURPOSE

The purpose of the AIAC is to serve as an advisory group to the Administrator of the U.S. Environmental Protection Agency through the Director, Office of Civil Rights. The AIAC shall recommend actions that address the concerns of American Indians in the EPA workforce and, where applicable, promote the interests of the Indigenous Nations. However, the AIAC will in no way represent Indian Tribes individually or collectively.

ARTICLE III OBJECTIVES

The objectives of AIAC shall be:

Section 1. To assist the U.S. Environmental Protection Agency in promoting a culturally sensitive work environment and achieving an effective and equitable representation of American Indians in the work force through aggressive recruitment, hiring, development, and promotion activities.

Section 2. To promote an understanding and awareness of the American Indian culture and of those elements that are consistent with the EPA mission.

Section 3. To promote a better understanding of employment- related problems of American Indians in order to seek solutions to remedy specific problems in EPA.

Section 4. To facilitate effective communication and goodwill between American Indians and other individuals in EPA, and the community in general.

Section 5. To promote the career development and advancement of American Indians in EPA through the sponsorship of workshops, seminars, and similar programs.

Section 6. To ensure that EPA's programs and activities are open and available to all American Indians.



ARTICLE IV
ORGANIZATIONAL POLICIES

Section 1. AIAC shall be an official Special Emphasis Program Council organization sponsored by the Office of Civil Rights; its activities will be funded by the Office of Civil Rights and other EPA offices.

Section 2. AIAC shall not discriminate against any person on the basis of race, color, religion, sex, national origin, age, or handicap.

Section 3. AIAC will organize and conduct activities of common interest to its constituency and the Office of Civil Rights.



ARTICLE V
MEMBERSHIP

Section 1. All EPA employees, including American Indians, who support the purpose and objectives of the AIAC shall serve as voting members of this Council.

Section 2. The Office of Civil Rights, the Office of Federal Activities, the Office of Environmental Equity, the Office of State/Local Relations, and the Regional Offices shall designate representatives to serve as ex-officio (non-voting) members of the Council.

Section 3. To maintain AIAC membership, each member shall attend two AIAC meetings per quarter. Members may attend AIAC meetings by conference call.

ARTICLE VI
OFFICERS

Section 1. The officers of AIAC shall be the Chairperson, Vice Chairperson, and Recording Secretary.

Section 2. Only voting members are eligible to hold office.

ARTICLE VII
EXECUTIVE BOARD

Section 1. The Executive Board shall consist of the elected officers.

ARTICLE VIII
ELECTION OF OFFICERS AND DISSOLUTION

Section 1. Officers shall be elected by the voting members. The term of each office shall not exceed two years.

Section 2. The AIAC shall be dissolved only upon approval of the EPA Administrator and by ballot of not less than two-thirds (2/3) of the membership.

APPROVED:  (Signed) _____

February 3, 1994
Date

Dan J. Rondeau, Director
Office of Civil Rights

APPROVED:  (Signed) _____

March 14, 1994
Date

Carol M. Browner, Administrator
U.S. Environmental Protection Agency

BYLAWS

ARTICLE I VOTING

All voting members of the AIAC shall have the right to vote upon any proposition. Voting members may select a proxy if unable to attend or otherwise participate in an AIAC meeting.

ARTICLE II OFFICERS CHAIRPERSON



Section 1. The Chairperson shall:

- a. Prepare an agenda and preside at the meetings of the AIAC.
- b. Serve as the official representative and spokesperson for AIAC.
- c. Appoint committee chairpersons and act as an ex-officio member of all committees.
- d. Sign and execute AIAC correspondence as voted upon by the membership.
- e. Discuss AIAC program initiatives with the OCR director prior to implementation.

VICE CHAIRPERSON

Section 2. The Vice Chairperson shall:

- a. Keep AIAC members informed of current activities with respect to issues concerning American Indians.
- b. Advise and assist the Chairperson in the execution of the Chairperson's responsibilities.
- c. Function as the Chairperson of AIAC at the request, absence, or resignation of the Chairperson.

RECORDING SECRETARY

Section 3. The Recording Secretary shall:

- a. Keep minutes of all regular and special meetings.
- b. Maintain all official correspondence and documents of AIAC.
- c. Notify the membership of all meetings and functions.
- d. Circulate the minutes, agendas, and other pertinent documents.
- e. Maintain proxy register for meetings.

ARTICLE III COMMITTEES

Section 1. Consistent with Article III, the AIAC may establish such committees as the membership deems necessary.

Section 2. Committee Chairpersons shall coordinate committee functions, notify the Chairperson in advance of scheduled committee meetings, and appoint members to their respective committees from the AIAC membership.

Section 3. Ad hoc committees may be established by the Chairperson to promote and advance the purpose and objectives of AIAC at the recommendation of a simple majority of the membership.



ARTICLE IV NOMINATION AND ELECTION OF OFFICERS

Section 1. All officers shall be elected for a two-year term.

Section 2. Following the initial organizing meeting, the Office of Civil Rights shall accept nominations at least two (2) months prior to the annual election and present a slate of candidates to the membership.

Section 3. All voting members are eligible to be nominated for office. Nominees must provide their consent in writing.

Section 4. Elections shall be by written ballot. The votes shall be taken and counted in the following sequence: Chairperson, Vice Chairperson, Recording Secretary.

Section 5. Any member may nominate someone for office by sending names to the Office of Civil Rights. However, only voting members may elect officers.

Special Elections

Section 6. Special elections -- Within 30 calendar days after an elected office becomes vacant, the Office of Civil Rights will conduct a special election to fill the expired term of office. Nominations will be accepted from any members, provided the consent of the nominee has been secured. An election by ballot shall be held at the next regular meeting. A majority vote of those members present shall constitute an election.

ARTICLE V MEETINGS

Section 1. The regular meeting of AIAC shall be held at 12:00 noon on the third Wednesday of each month at a place designated by the Chairperson; however, when that date falls on a holiday, the meeting shall take place on the following workday. Members and observers in the Regional Offices may participate by conference call.

Section 2. The Chairperson shall establish time and place for the regular meeting whenever conflicts arise. The Chairperson shall give notice, through the Secretary, of the time, date, and place of each regular meeting. The agenda shall be included in the notice as well as any items of unusual importance.

Section 3. Officers and committee chairpersons shall so notify the Chairperson when they are unable to attend a regular meeting.

Section 4. A simple majority of all voting members of AIAC shall constitute a quorum authorized to transact any business presented at meetings of AIAC. A quorum may be established through proxy duly approved by the Chairperson.

Section 5. Consistent with the charter, meetings will be open and employees are encouraged to attend as observers. Observers may present their views to their respective representatives.

Special Meetings

Section 6. Special meetings may be called by the Chairperson.

Committee Meetings

Section 7. All committee meetings shall be open.

ARTICLE VI
PARLIAMENTARY AUTHORITY

The rules of parliamentary procedure, as set forth in Robert's Rules of Order, shall govern all meetings of AIAC.. The Chairperson may appoint a representative of the Office of Civil Rights as Parliamentarian.



ARTICLE VII
ORDER OF BUSINESS

AIAC shall adopt the following Order of Business at its regular meetings:

1. Call to order
2. Reading, correcting, and approval of minutes of the prior meeting
3. Report of the Chairperson
4. Reports of standing committees
5. Reports of special committees
6. Unfinished business
7. New business
8. Announcements
9. Adjournment

In witness whereof the undersigned being elected officers of EPA AIAC have executed this Constitution and Bylaws on the _____ day of _____, 1993.

Signed: _____
AIAC Chairperson

AIAC Secretary



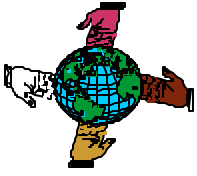


AMERICAN INDIAN SEPM NATIONAL LIST

OFFICE	NAME	TELEPHONE	FAX	MAIL CODE
AO	Kelly A. Chick	202/260-4965	202/260-0790	1704
OARM	Vacant			
OAR	Jerome King	202/260-6373	202/260-8509	6101
OECA	Shana Arnold	202/564-4039	202/564-0035	2245A
OCFO	Ashley Owens	202/260-5964	202/260-3659	2723
OGC	Vacant			
OIG	Roland Cyr	202/260-8591	202/260-1398	2422
OIA	Vacant			
OP	Sharon Payne	202/260-4560	202/260-8688	2192
OPPTS/OPP	Sheryl Reilly	703/308-8265	703/308-7026	7511C
OPPTS/OPPT	Vacant			
ORD	Jason Edwards	202/564-6906	202/565-2448	8723R
ORD	Evelyn Wray	202/564-6811	202/565-2431	8101R
OSWER	Vacant			
OW	Vacant			
REG I	James Sappier	617/918-1672	617/918-1505	
REG II	Janice Whitney*	212/637-3790	212/637-3772	
REG III	Vacant			
REG IV	Mickey Hartnett	404/562-8661	404/562-8628	
REG V	Darlene Funches	312/353-8024	312/353-2018	G-17J
REG VI	Diana Sturges	214/665-7318	214/665-6689	
	ChesTeena Wilson-Hullum	214/665-7216	214/665-6762	
REG VII	Kim Olson	913/551-7539	913/551-7535	
REG VIII	Claudia Mitchell	303/312-6238	303/312-6409	8ENF-T
REG IX	Gilbert Pasqua	415/744-1595	415/744-1678	
REG X	Alan Moomaw	206/553-1603	206/553-6647	
	Linda Huber	206/553-6650	206/553-0165	
CIN	Renae Cochran	580/436-8517	580/436-8529	
LV	Vacant			
RTP	Larry L. Hall	919/541-2774	919/541-5394	
AA	Vacant			
NAIEPM	Edna L. Paisano	202/260-3084	202/260-4580	1201
NAIAC	Mickey Hartnett	404/562-8661	404/562-8628	
	Bernadette Tsosie	406/441-1140	406/441-1125	
	Robin Slate	360/753-9082	360/753-8080	

***Janice Whitney is designated to work on recruitment efforts only.**

UNITY DAY PROGRAM - *DARLENE FUNCHES*



Unity Day - 3rd Anniversary

Unity Day Awards ceremony was held on October 18, 2000, by the Office of Civil Rights and the six Special Emphasis Programs in Region 5. The awards honored individuals as well as supervisors who have provided exceptional support to the six Special Emphasis Programs.

SPECIAL THANKS

CONGRATULATIONS To *Cynthia Borman*, who won the American Indians Special Emphasis award for her dedication and efforts in working with the American Indian Programs.

ADOPT-A-SCHOOL PROGRAM - *DARLENE FUNCHES*

Audubon School - K-8th Grade

The school year 2000 marks the third year of the partnership between the American Indian Employment Program (AIEP), EPA-Region V and Audubon. Audubon is the only school in the Chicago Public School District with an American Indian Program. It is located on the North side of Chicago (Addison and Hoyne). Between the 2400 - 4600 North and Broadway and Western block areas West you will notice a high population of American Indians living there. 85-95% of their children will or has attended Audubon. The purpose of this partnership is to encourage the students to stay in school, take classes in science, mathematics, and technology, especially computer and teach them about the environmental issues of the day. These children are very familiar with environmental issues for they have learned at an early age and through storytelling through their Elders about the importance of protecting Mother Earth. American Indians are often quoted as being the original environmentalist of the United States. We give great appreciation to what Mother Earth has to offer. All of our resources to nourish the body (food, clothing and shelter) are provided by her.



Renee Delacruz runs the American Indian Program at Audubon. Our priority for the past two years was to upgrade the skills and knowledge of the children through Information Technology and its resources. I began a campaign of acquiring excess equipment from EPA, GSA, HUD in order to embark on a new wave of learning techniques. I was successful in obtaining some of the necessary tools to start us on our journey. I hope to be able to acquire more necessary tools so that we can keep up with growing technology as well as with our growing children.

RECRUITMENT - *DARLENE FUNCHES*

Due to the recent hiring freeze across the Agency we the American Indian Advisory Council have focused on getting our constituents connected by network to the Tribes for Environmental employment. AISES (American Indian Science and Engineering Society) has a good membership involved in EPA resources. We the council are mentors to these students in a very diverse field of employment that can be obtained here in EPA or the Tribes. We are hoping that eventually when we are able to have a more accommodating system for hiring we can employ some of these young talented students here in Region 5.

MENTORING, TRAINING, DIVERSITY ACTION PLAN, NEWS

MENTORING

The American Indian Advisory Council started a mentoring program two years ago. The Regional and National SEPMs were matched with American Indian students through the American Indian Science and Engineering Society (AISES). We conducted phone interviews with students and potential mentors determining a suitable match. This gave us an opportunity to work with other Indians from different tribes. The AIAC, on rare occasion met with their mentees at the annual AISES conference held in the fall of each year.

SOMEONE YOU SHOULD KNOW

Starting last year the American Indian Program would like to give special thanks to Anthony Kizlauskas, of the Great Lakes National Program Office (GLNPO) in Region 5. Tony has been dedicated to furthering the technical skills of the American Indian youth by supporting the efforts in acquiring PCs and Devices for these young Indian students in order to secure continuing education in the Information Technology field. My being located here in Region V gives me the rare opportunity to mentor and give training at the American Indian Health Services and the American Indian Youth Center on the North side of Chicago. We the American Indian community are very grateful for the sincere efforts and accomplishments of someone who is whole heartedly dedicated to our youth. Many special thanks Tony.

DIVERSITY ACTION PLAN

This is a follow-up to the emergency meeting with the RA, the SEPMs, OCR Director and EEO staff. We (the SEPMs) have been instructed to help the RA set up individual constituent sessions to discuss the RA's decision to meet with each Office, Division and Branch of staff to listen to their plights first hand.

We the SEPMs only agreed if there was no management, supervisors, tape recordings, video tapes, etc. We explained to the RA that we had done the survey routine; the work group routine; the work plan routine; and... people do not wish to waste their time by doing it again. Been there -- Done that!. Amongst the groups, the end result was that in Region 5:

1. Region 5 Successfully hired a minority Director to run the Office of Civil Rights, the constituents are waiting to see what he will do to help solve and/or cure some of these issues and concerns here in Region 5..
2. Region 5 has given out more Awards to minorities, but, Awards are still based on bias behavior and blatant inequities.
3. Region 5 has not been able to hire and retain American Indians and other minorities.
4. Region 5 has given minimum promotions to minorities, but, the majority are still refused accretion of duties and must have a desk audit to prove their worth even though they are doing the same work and more work than their non-minority co-workers.
5. Region 5 has given minorities more opportunities to train, but some supervisors and managers are still putting minorities at the bottom of the list. By the time they are allowed -- the budget has no more money left.

NEWS CONTINUED

6. Region 5 has a problem with disciplinary actions and accountability when it comes to bad management. I explained that I did pose several questions to the RA. Please see below:

a. Do you as the RA have any authority when you and EPA are named several times in several complaints/lawsuits/grievances involving the same managers/supervisors for practicing unethical behavior, or, consistently doing the wrong thing?!

The RA stated that his hands were tied when it came to unfair practices in promotions, hiring, etc. It is usually dealt with at the level of Grievance, Union, EEO complaint.

b. When a manager/supervisor contributes to the health/welfare/life of a government employee do you then have the authority to step up discipline and rectify the situation?

The RA said that he did have authority if an employee or managers health, welfare or life was being threatened or endangered.

c. My third question was then why are some of these managers/supervisors still here in Region 5 who employees have constantly complained about, filed suit, grievances, etc. on?

The RA stated that sometimes supervisors and managers are disciplined or reprimanded and the information is not made public for anyone to know about it because of the privacy act.

I DID NOT GET A CLEAR and COMPLETE ANSWER ON THIS ONE. I FELT THAT MOST PEOPLE WOULD LIKE TO KNOW SOMETHING WAS DONE IN ORDER TO KEEP THE PERCEPTION OF SAME THING GOING ON.

Mostly, I wanted to acknowledge Frank Lyons for taking a step in listening to the people (without interference of supervisors, managers or team leaders) in order to here first hand what employees think and feel about working conditions in EPA. I hope we can move to the next level of fixing some things permanently so that we can all work in a healthy atmosphere and environment as well. I will keep you informed.

OUTREACH - DARLENE FUNCHES

During the year 2000 I am or have been involved in a lot of outreach work. Listed below are just a few of the outreach projects I participated in:

- Recruitment Initiative at NAES, Truman University and Menominee***
- The Von Steuben High School of American Indian Program, sponsorship for Native Americans (Counseling sessions, mentorship, etc.)***
- Citywide Science Fair (Judge of Earth Science Reports)***
- Lake Michigan, Lake Erie and Lake Superior Environmental Youth Award Program***
- Unity Day (Layout and Design of Banners, Posters, Certificates and Bookmarks)***
- Earth Day (Layout and Design of Posters, Bookmarks, Display)***
- Computer software training at the American Indian Center twice a month in 2000***

TRAINING/CONFERENCES - DARLENE FUNCHES

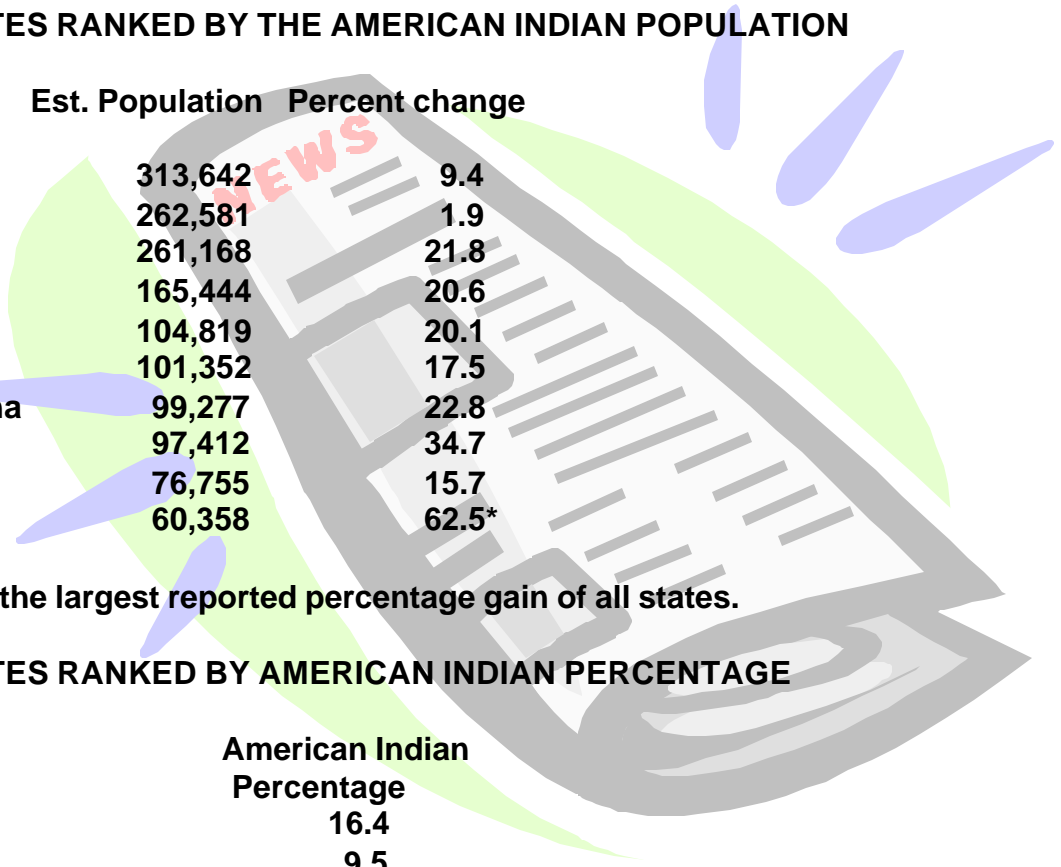
July 24-28, 2000
September 12-13, 2000

Special Emphasis National Training
EEO Training

AMERICAN INDIAN - ALASKA NATIVE CENSUS BUREAU RELEASES

The Census Bureau released its estimates of the American Indian and Alaska Native population by state on August 31, 2000. The population estimates cover the period April 1, 1990, to July 1, 1999. The percentage estimates cover the period July 1, 1990, to July 1, 1999. As we develop a national recruitment strategy, we should match up states with high American Indian Populations to states which host EPA offices.

TOP 10 STATES RANKED BY THE AMERICAN INDIAN POPULATION



State	Est. Population	Percent change
California	313,642	9.4
Oklahoma	262,581	1.9
Arizona	261,168	21.8
New Mexico	165,444	20.6
Washington	104,819	20.1
Alaska	101,352	17.5
North Carolina	99,277	22.8
Texas	97,412	34.7
New York	76,755	15.7
Florida	60,358	62.5*

* Florida had the largest reported percentage gain of all states.

TOP 10 STATES RANKED BY AMERICAN INDIAN PERCENTAGE

State	American Indian Percentage
Alaska	16.4
New Mexico	9.5
South Dakota	8.2
Oklahoma	7.8
Montana	6.5
Arizona	5.5
North Dakota	4.8
Wyoming	2.3
Washington	1.8
Nevada	1.8

Source: Population Estimates Program, Population Division, U.S. Census Bureau (August 2000)

AMERICAN INDIAN HERITAGE MONTH -DARLENE FUNCHES

During the month of November, EPA's Native American Employment Program Manager **Darlene Funches**, along with other staff members of EPA, **Cynthia Bowman** and **Anthony Kizlauskas**; The American Indian Program staff from the Department of Housing and Urban Development (HUD) **Mary White**, **Melissa Bell**, **Francine Elk**, and **Denise Tucker**; all collaborated to celebrate the American Indian Heritage Month. Following is the Entire calendar of events for November 2000.



This year's celebration was also in dedication to Rena Bell, Mississippi Band of Choctaw Indians who passed away a year ago November 17th. I worked with Rena For years on various Indian programs and issues. She also was from my Tribe. I thought it fitting to have the Dancers this year come from our Indian Reservation to do a dedication in her memory. I would like to thank the Mississippe Band of Choctaw Indians and the family of Rena Bell who drove for 18 long hours to celebrate and honor the memory of one of our own. I would also like to give many warm thanks to Norman Niedergang, Ass't. Regional Administrator U.S. EPA Region 5 who gave a wonderful and heartfelt Opening Remarks and to Issac Pimentel, Senior Advisor/Deputy Administrator, U.S. HUD, Chicago, IL for his Opening Remarks.

American Indian Heritage Month

"Respect For All Relations"

Kick-Off

Invocation, C.J. Johnson, Mississippi Band Choctaw Tribal Member
Opening Remarks, Norman Niedergang, Assistant Regional Administrator U.S. EPA Region 5
Opening Remarks, Issac Pimentel, Senior Advisor/Deputy Administrator, U.S. HUD, Chicago, IL
Pearl River Social Dancers, Mississippi Band of Choctaws

Thursday, November 2, 2000

11:30 am - 1:00 pm - Metcalfe Building - Lobby
77 West Jackson Blvd., Chicago, IL

Video ("Homeland" Pine Ridge Reservation)

Wednesday, November 8, 2000

Noon - 1:00 p.m. - Metcalfe Building
Room 2205 - 77 West Jackson Blvd., Chicago, IL

Chicago American Indian Center 47th Annual Pow Wow

Friday, Nov. 10, 2000 (5:00 p.m. - 10:00 p.m.)

Saturday, Nov. 11, 2000 (10:00 a.m. - 10:00 p.m.)

Sunday, Nov. 12, 2000 (10:00 am - 5:00 p.m.)

University of Illinois at Chicago Pavillion

1150 W. Harrison Street - Chicago, IL

For further information contact:

American Indian Center at: (773) 275-5871 www.aic-chicago.org

Darlene Funches, USEPA American Indian: SEPM (312) 353-8024 funches.darlene@epa.gov

Mary White, USHUD American Indian Program Office: (312) 886-4532 Mary_White@hud.gov

Video ("Smoke Signals")

(movie about two young Indians; one on a quest to find out about his father)

Monday, November 13, 2000 - 11:00 - 1:00 p.m.

Metcalfe Building - Lake Superior Conference - Room 12th Floor

77 West Jackson, Chicago, IL

Tribal Issues, Government and the Tribes and Indian Culture and Values

Guest Speaker: Leon Jacobs

Tuesday, November 16, 2000

Noon - 1:00 pm - Metcalfe Building - Lake Superior Room

77 West Jackson Blvd., Chicago, IL

Native American Food Fest

Tickets are \$6.00 for Meal, Dessert and Drink

Call: 312-886-4532 to purchase ticket

Thursday, November 30, 2000

Noon - 2:30 pm - Metcalfe Building

Room 331 - 77 West Jackson Blvd., Chicago, IL

Vendors

Native American Vendors

1) American Indian Adoption Agency

2) Various other American Indian Organizations

3) Vendors displaying American Indian Jewelry, Art, etc.

Thursday, November 30, 2000

9:00 a.m. - 3:00 pm - Metcalfe Building - Lobby

77 West Jackson Blvd., Chicago, IL

Employees needing special accommodations should call Margrett Hardman at: (312) 886-3466